

# Marianne Walker

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## PROFILE

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Experienced HR Manager with 11+ years focusing on Retail. Known for menu innovation.

## TECHNICAL SKILLS

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### Talent

Sourcing • Recruitment • Onboarding

### Operations

Benefits Administration • HRIS (Workday/BambooHR)

### People Practices

L&D • Performance Management • Employee Relations

### Compliance

Diversity & Inclusion • Employment Law • Workplace Investigations

## EMPLOYMENT HISTORY

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### HR Manager — Cummerata - Lubowitz (2016-03-28 - Present)

- Led recruitment for 97 roles across EMEA/US, reducing time-to-hire by 34%.
- Implemented a performance review program which improved engagement scores by 17 points.
- Managed complex employee relations issues and maintained compliance with local employment law.
- Rolled out benefits and L&D programs that increased retention in key teams by 18%.

### Talent Acquisition Manager — Lang, Braun and Bins (2018-12-22 - 2019-07-12)

- Led recruitment for 117 roles across EMEA/US, reducing time-to-hire by 38%.
- Implemented a performance review program which improved engagement scores by 18 points.
- Rolled out benefits and L&D programs that increased retention in key teams by 11%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Shields, Boehm and Erdman (2024-02-02 - Present)

- Implemented a performance review program which improved engagement scores by 16 points.
- Led recruitment for 38 roles across EMEA/US, reducing time-to-hire by 39%.
- Rolled out benefits and L&D programs that increased retention in key teams by 5%.
- Managed complex employee relations issues and maintained compliance with local employment law.

### HR Manager — Ebert, Bogisich and Sawayn (2021-09-22 - 2024-10-05)

- Rolled out benefits and L&D programs that increased retention in key teams by 13%.
- Implemented a performance review program which improved engagement scores by 7 points.

### People Operations Manager — Johns, Grant and Stracke (2017-07-11 - 2022-01-16)

- Led recruitment for 164 roles across EMEA/US, reducing time-to-hire by 17%.
- Implemented a performance review program which improved engagement scores by 10 points.

## EDUCATION

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MSc Human Resource Management, Bechtelar - Swift College (2011)

## CERTIFICATIONS

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- PHR
- CIPD Level 5/7

## PROJECTS

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**dens** - Stand-alone holistic model

**adipisci** - Quality-focused demand-driven product

**vicinus caste** - Multi-tiered asymmetric attitude <https://sugary-cd.biz>

## REFERENCES

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Janick Berge — Executive — [Eddie.Wolf@yahoo.com](mailto:Eddie.Wolf@yahoo.com)